

6th December 2021

Dear Valued Member,

RE: BRIEF ON FKE ACHIEVEMENT 2021

As we come to the end of 2021, we cannot thank you enough for your continued support and membership to the **Federation of Kenya Employers (FKE)**. Despite the uncertainty posed by the pandemic, leading to slow growth of businesses, we have worked together to survive. Our goal is to support you to deliver and remain competitive by providing quality services and informed advocacy in line with the agreed strategic objectives. FKE's notable achievements in the year include:-

In **Research and Advocacy**, through various means including as part of the Government's Rapid Response Team and the Multi-Agency Task force under the Ministry of Labour, FKE continued to represent members and to voice their concerns on proposed changes in legislation. This year, FKE petitioned both Parliament and the Senate to consider detrimental clauses on the NHIF (Amendment) Bill 2021, the Health (Amendment) Bill 2021, the Breast Feeding Mothers Bill 2019, Housing Fund Levy Bill, Business Laws (Amendment) Act 2021 and the Unified Payroll Bill, among others.

We celebrate both small and big wins attributed to our advocacy role that saw employers get a grace period of 3 years to make full NHIF contributions and a 5-year grace period to set up Lactation Stations in their workplaces to accommodate lactating mothers. Most important, was the decision to strike off the proposed National Housing Fund Levy and to stop the implementation of the Minimum tax which were both additional burdens to employers.

Through **Legal and Industrial Relations Services**, FKE continued to offer virtual Representation, Mediation, Consultations and online trainings as the courts slowly opened up to the public for physical attendance. Members benefitted from our advice, representation and dispute resolution among others at the Employment and Labour Relations Court and other forums. Through this, a total of 35 judgments and 10 rulings were delivered and 60 new cases were handled. We urge you to continue utilizing these services.

Members benefitted from the informative and educative **Member Webinars and Engagement** sessions that helped to enlighten them on emerging issues within the labour market, and to formulate strategies to adopt. We held three (3) member webinars on the following topics: the Politics of Vaccination at the Workplace, discussion on the Health Laws & NHIF (Amendment) Bill 2021, their Implications on businesses and FKE Recommendations and a Review of the Changing Regulatory Environment i.e. the Business Law (Amendment) Act 2020, Housing Levy & Employment Act, and the Unified Payroll. Further to this, we welcomed on board 47 new members who were inducted into FKE's membership.

We thank the members, who took advantage of our **Training and Consulting** services. Our quick to learn virtual Masterclass series became quite an attraction. In the year we tackled matters on the Emerging Issues in Labour Relations, Regulations and Legal Instruments, Discipline Management and Occupational Safety and Health. Some members also enjoyed tailor made trainings to unpack the Employment & Labour Relations Act and what it means for employers.

The beauty of change is being able to find solutions that can accommodate it, the invention of virtual and hybrid **Events** is one of this. To reduce the spread of COVID-19, FKE reduced physical human contact as encouraged by the Ministry of Health and integrated hybrid events so as to ensure the activities of the Federation run seamlessly.

In this regard, the **Inaugural Industry Open Day** was held jointly with the National Industrial Training Authority (NITA) on 31st March 2021 at NITA Athi River Centre. The meeting brought together various players with a focus to fostering the social partnership approach for skills development at all levels. The Cabinet Secretary, Labour Simon K. Chelugui officiated the event. The theme of the Open Day, "Skills Transformation: – Breakthrough Innovation & Creativity, Leading Change and Re-engagement" focused on career and professional development aligned to industry needs.

Branch Regional AGMs were conducted on the theme, "Covid-19 and the World of Work", and members had a chance to engage and interrogate the various challenges and developments in the region. FKE tackled matters on the increasing cost of doing business and the deplorable condition of businesses occasioned by the pandemic.

Similarly, the **62nd Annual General Meeting (AGM)** was conducted virtually in July 2021 where employers across the country were represented. The event was graced by the UN Resident Coordinator, Dr. Stephen Jackson who is keen on forging partnerships with social partners to strengthen social protection among others with the support of the United Nations system.

In partnership with the International Labour Organization (ILO), the Federation of Kenya Employers also conducted the inaugural **Mastercraft Persons (MCP) Awards** in October 2021. The Awards aimed at promoting skills development to improve the employability of workers, productivity of enterprises and inclusiveness for economic growth.

FKE won the Change Makers Awards! I am pleased to say that members efforts in supporting our initiatives did not go unnoticed. The Federation of Kenya Employers was recognized by the International Organization of Employers (IOE) as the Global Bronze Winner of the International Elimination of Child Labour Changemaker Award. This was through the "Adopt a School" Initiative which members supported to link businesses with schools, to prevent school drop-out and encourage families to send children to school. We appeal to members to continue supporting this initiative.

FKE participated in the **International Labour Day Celebrations** in May 2021 alongside the Government and Workers representatives to mark the celebrations at the State House, Nairobi.

Our call was for provision of stimulus measures to support enterprise recovery. All parties agreed to maintain the minimum wage "as is" to avoid putting a strain on enterprises and to protect jobs.

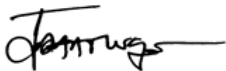
Regarding the Federations' representative role on the **International Scene**, I am happy to report that during the virtual International Labour Conference held on 20th May to 19th June 2021, ten (10) member representatives participated in the forum. This was a good opportunity to listen to how Covid 19 affected the World of Work globally. We continued to voice our position on matters Migration, Equality and Inclusion, Skills, Sustainable Development Goals in many other foras where we represented members.

Dear members, these successes remain largely due to your involvement and support in remitting your Annual Subscription fees in good time. We look forward to achieving more milestones in the year 2022 as we continue to work on your behalf.

Lastly, do look out for our calendar of events for 2022 and make a point of joining us for the planned trainings and events.

Happy Holidays!

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J. Mugo', with a long horizontal flourish extending to the right.

Jacqueline Mugo, EBS
Executive Director/CEO